

Newsletter

SFRNA

REPRESENTATIVES



SFRNA

St. Francis Registered Nurses Association

December 2013

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SFRNA Officer Election: President and Treasurer

On November 4, SFRNA election results were announced: Sandra Marques will remain as our President and Marilen Castanon will be our new Treasurer. Marilen has served as a SFRNA representative, a member of the last contract negotiation team, a SFRNA Financial Committee member and a SFMC/SFRNA Labor-Management Committee member. Congratulations Marilen!

The SFRNA Officers would also like to thank Janice Fraser for all her hard work on behalf of the SFRNA RNs. Janice chose to decline re-election but will continue to serve as a SFRNA Representative.



Marilen Castanon, RN, SFRNA Treasurer



Janice Fraser, RN, and Sandi Marques, RN, SFRNA President

UNAC/UHCP
909-599-8622

SFRNA RNs Mandatory Requirements

SFRNA RNs did a wonderful job meeting the mandatory requirements for the Health Insurance Wellness Assessment and the Stoke Certification Class. We had approximately 95% of the benefitted

RNs complete their Wellness Assessment and 98% complete the Stoke Certification Class. Congratulations to all of the SFRNA RNs. Great job!



MICN Grievance Settlement

On September 8, 2011 SFMC and SFRNA negotiated and agreed to Attachment L (page 126 of our contract) regarding MICN assignments. The agreed upon language stated: *Mobile Intensive Care Nurse (MICN) assignments will be made in accordance with the Department of Health regulations.* Unfortunately SFMC and SFRNA have disagreed about the interpretation of the language for the past two years. On October 28th, 2013, just days before attending a scheduled mediation about the disagreement, SFRNA/UNAC/UHCP and SFMC reached a settlement agreement.

The settlement agreement effective December 1, 2013 commits SFMC in part to the following:

1. Any MICN RN who is assigned to the radio on any given shift will not be asked to provide meal or break coverage for other RNs. Because the assigned radio nurse

cannot be counted in minimum staffing ratios, the MICN RN

assigned to the radio will not otherwise be assigned to assume patient care for other RNs.

2. Any MICN RN who is assigned as the radio nurse will participate in requested tasks in assisting others with patients when available. However, the nursing tasks that may be assigned to the MICN RN must be task that can be readily put aside without endangering a patient when the MICN RN needs to resume her or his primary assignment of base radio responder.

For a copy of the full settlement please contact Sandi Marques or Penny Brown.



SFRNA would like to thank Rosa Carcamo RN and all of the ER staff for their diligence and perseverance in completing the staffing objections that gave SFRNA the data necessary to achieve the settlement.



**"Patience is power.
Patience is not an absence of action;
rather it is "timing"
it waits on the right time to act,
for the right principles
and in the right way."**

— **Fulton J. Sheen**

Requirement for Educational Reimbursement: Receipt/Certificate

Please remember when submitting education reimbursement receipts, the following components are required:



- Name of the RN requesting reimbursement

- Name of class
- Method of payment (check with check number/ cash/credit card)
- Cost of class
- Amount paid with zero balance indicated

- Stamp or handwritten "paid in full"
- Handwritten receipts are accepted if all required components are included.

To receive hours for the class or reimbursement for the cost of the class, in addition to the payment receipt you must submit proof of class completion with the name of the class/course and the sponsoring institution documented on the certificate.

SFRNA Stewards Hold First Training

On November 20th SFRNA hosted a Steward/Representative training at SFMC. Current and new SFRNA Representatives attended.

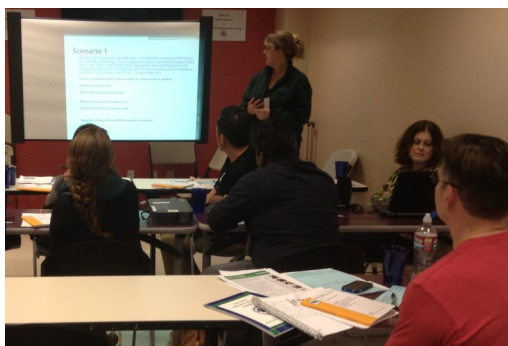
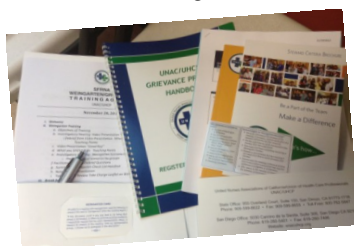
The training included Weingarten and Steward Rights, grievance process, issue resolution, and representation skills and tools.

This was the first training specifically

targeted at SFRNA. Previously, potential SFRNA representatives attended training that incorporated all facilities but remained primarily Kaiser-focused.

Penny Brown RN, the UNAC/UHCP Staff Representative assigned to SFRNA and Parkview, designed a template for Steward/Representative

training that incorporates affiliate-specific contract language and processes. This template will enable UNAC/UHCP to tailor the training to each individual affiliate. The new training embraces each affiliates' unique qualities while highlighting our similarities. Please contact an officer if you are interested in attending the next class.



Attendance Discipline

SFMC management continues to initiate disciplinary actions for absences and tardies at the Corrective Action Plan, or CAP, level. The CAP is the lowest level of progressive discipline under Article 7 of the Labor-Management Agreement.

Progressive discipline may include: Corrective Action Plan (CAP), verbal counseling (written document), written counseling/warnings (may include first, second), final written warnings or suspensions (Article 7, paragraphs 702-707)

Please remember that SFMC

Attendance/Tardy policy is based on a rotating 12 month period. An associate is only allowed three absences or tardies in a rotating 12 month period. For example: if you are absent February 2, 2013, the absence is not removed until February 3, 2014. In addition, although some directors allow a grace period, there is **not** an official grace period- you are counted tardy one minute past your start time. FMLA and Intermittent FMLA dates/ days should not be documented in any discipline or evaluation . Please consult a SFRNA Officer or

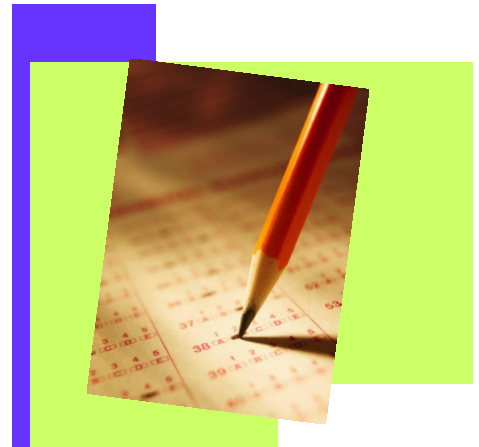
representative if you need further clarification.



Survey Assistance

Staffing issues, staffing objections, and staffing data are discussed in the SFMC/SFRNA Labor-Management Committee Meeting. SFMC management has attributed the removal of breakers and staffing issues to sick calls. Staffing data has been presented by SFMC management as evidence of an increase in sick calls and a pattern of sick calls. SFRNA believes that the staffing issues can be correlated with

budget practices and environmental factors such as patient acuity and lack of support. SFRNA is conducting a survey and we are encouraging the participation of the charge nurses in the completion of the survey . Both the survey and the continued completion of the staffing objections will help give SFRNA the supportive data to continue fighting for improved staffing and ultimately safe patient care.



New Election Process

UNAC/UHCP recently changed all local affiliates' election process to comply with the AFSCME 2012 International Constitution and the Federal Labor-Management Reporting and Disclosure Act of 1959 as amended. The process change included:

- Both self nomination and the

ability to nominate another associate

- No write-in on the ballot
- If the nominee is running unopposed, then the nominee is declared the winner and a ballot is not required. The new process requires SFRNA to adjust many of

its historical practices. If you need further clarification please contact an officer or Charmaine S. Morales, RN, UNAC/UHCP State Secretary.





SFRNA Training Class

SFRNA Finance Committee

Sandi Marques, Rosa Carcamo, Marlene Castanon, Ana Bergeron, Janice Fraser, Patti Etcheverry , Lydia Oliver (not pictured)



SFRNA REPRESENTATIVES

- Debbie Montijo-ICU
- Jeff Cochran-ICU
- Margo Chavez-ICU
- Janice Fraser-ICU
- Ahsan Haque-Tele
- Agatha Portillo-Tele
- Jeff Barrinueno-Tele
- Theresa Matutina-Tele
- Analie Zoreikat– Tele
- Samantha Anglo-Tele
- Jinnie Rodriguez-Tele
- Rosa Carcamo-ER
- Donna Gutierrez-OR
- Diane Thomas-4th Floor
- Maria Rosas-4th Floor
- Desiree Pascual-4th Floor
- Brenda Gomez-7th Floor
- Miriam Pinawin-NICU
- Virginia McCoy-ER Case Management
- Patricia Etcheverry– ER CaseManagement
- Elenita Funai-Santos– Surgery Center

SFRNA OFFICERS/REPRESENTATIVES

- Sandi Marques, SFRNA President
- Scott Byington, SFRNA Vice-President
- Edwin Guardado, SFRNA Secretary
- Marilen Castanon, SFRNA Treasurer



Upcoming

- January 16: SFRNA General Meeting: Negotiations 2014 Update. Time and location to be announced.
- January 1: 2% Increase paid the second pay period of January. Please refer to page 74 of the LMA (contract) for the wage grid.
- January 21, 2014 at 0830-1000: SFMC/SFRNA Labor-Management Committee. Please contact an officer if you are interested in attending or participating.
- **January /February:**
Nominations for negotiation team members open. Please remember there are no write-ins



on the ballot, if you are interested or would like to nominate a specific RN, please remember to submit the nomination. There are four available negotiation team positions available.

- February: Negotiation team election. Please remember if four or fewer members are nominated, those nominated will automatically be selected as team members without a ballot vote.

- March 1, 2014: **Blended Rate.** Please refer to the LMA (contract) page 75 for the wage grid.
- March 2014: Preparations for Contract Negotiations begin.
- May 3, 2014: UNAC/UHCP Scholarship Banquet.
- October 5-October 8, 2014: UNAC/ UHCP Convention. The 2014 UNAC/ UHCP convention will be held at the LA Live Marriott Hotel in Los Angeles, near Staples Center. Delegates are nominated and elected.